National Education Association

DATASEARCH

Salaries Scheduled for Higher Education Faculty 1986-87

Professional and Organizational Development/Research Division

CONTENTS

Foreword 3

Highlights 5

Technical Notes 6

Definitions 7

Tables

1. Scheduled Minimum and Maximum Salaries in Public Two-Year Institutions Basing the Salary Schedule on Academic Preparation, by Enrollment and Preparation Level, 1986-87 9
2. Scheduled Minimum and Maximum Salaries in Public Two-Year Institutions Basing the Salary Schedule on Faculty Rank, by Enrollment and Faculty Rank, 1986-87 10
3. Scheduled Minimum Salaries of Four-Year and Higher Degree-Granting Institutions, by Enrollment and Faculty Rank, 1986-87 11
4. Scheduled Maximum Salaries of Four-Year and Higher Degree-Granting Institutions, by Enrollment and Faculty Rank, 1986-87 12
5. Scheduled Minimum Salaries in Public Four-Year Institutions of Higher Education, by Faculty Rank and Type of Institution, 1986-87 13
6. Scheduled Maximum Salaries in Public Four-Year Institutions of Higher Education, by Faculty Rank and Type of Institution, 1986-87 14

Reproduction: No part of this report may be reproduced in any form without written permission from NEA-affiliated associations. Any reproduction of the report materials must include the usual credit line. Address communications to Editor, NEA Research.

Copyright ©1987 by the
National Education Association
All Rights Reserved

FOREWORD

This report presents results of the annual College and University Faculty Salary Policies Survey which is sent to the 1,501 public institutions of higher education in the 50 states and the District of Columbia. The results of this survey provide information on faculty salaries **scheduled to be paid**; although the scheduled salaries are not an indicator of the average levels of faculty salaries **actually paid**, the statistics do provide a review of the status of institutional salary policies.

Information on minimum and maximum scheduled salaries for each rank and/or preparation level is included in this report. The ability to compare scheduled salaries at one institution with a group of similar institutions may be useful to NEA affiliates in negotiating salary policies, to legislatures as they consider appropriations for institutions of higher education, and to the higher education community in long-range planning.

NEA Research extends appreciation to those institutions who provided the data for this report through their survey responses.

Questions should be directed to Suzanne Edgar of the Research Division of the National Education Association at (202) 822-7436.

December 1987

HIGHLIGHTS

The highlights below and the tables that follow are based on salary schedules from 541 public institutions of higher education; 405 of these are two-year institutions, and 135 are four-year institutions.

For two-year public institutions:

o Nearly three-fourths (73 percent) base their salary schedules on academic preparation.

o More than one-fourth (27 percent) base their salary schedules on faculty rank.

o Mean minimum salaries range from $18,697 for a bachelor's degree and $18,807 for an instructor to $24,628 for a doctor's degree, and $28,678 for a professor.

o Mean maximum salaries range from $28,734 for a bachelor's degree and $27,932 for an instructor to $38,370 for a doctor's degree, and $41,583 for a professor.

For four-year public institutions:

o More than 99 percent base their salary schedules on faculty rank. (The one four-year institution reporting a salary schedule based on academic preparation is omitted from the tables).

o Mean minimum salaries range from $18,953 for instructors to $33,345 for professors.

o Mean maximum salaries range from $27,139 for instructors to $50,916 for professors.

TECHNICAL NOTES

This survey was sent to the 1,501 public institutions of higher education in the 50 states and the District of Columbia which are listed in the Education Directory, Colleges and Universities. Exactly 984 institutions responded to the survey, for a 65.5 percent response rate. More detailed information about the response rate is shown in Table A.

TABLE A.
POPULATION SIZE AND RESPONSE RATE

Population size	
Two-year institutions in population	947
Four-year institutions in population	554
Total number of questionnaires mailed	1,501
Returned questionnaires	
Returns from two-year institutions	612
Returns from four-year institutions	372
Total number of questionnaires returned	984
Response rate	
Response rate from two-year institutions	64.6%
Response rate from four-year institutions	67.1%
Total response rate	65.5%

As noted in Table A above, 984 institutions returned questionnaires. Data from 540 salary schedules are analyzed in the tables included in this report. Data have been excluded from 444 institutions for the following reasons:

- Data from 21 institutions which base salary schedules on a 12-month calendar have been excluded. The overwhelming preponderance of 9-month calendars dictates the exclusion of the 12-month schedules from the tables.

- Data from the 59 institutions which report either a minimum- or maximum-based salary schedule, but not both, have been eliminated from the analysis.

- Data from 25 institutions which report salary schedules based on criteria other than rank or preparation have been eliminated.

o Data from 5 responding institutions classified as U.S. service academies or medical schools were eliminated since their salary schedules are not comparable with those of other public institutions.

o Only 1 four-year institution reported a salary schedule based on academic preparation; data from this institution was not included.

o Exactly 333 of the 984 institutions returning surveys reported that they do not have a salary schedule.

The unit of analysis is the institution or each campus of institutions having more than one campus listed in the **Education Directory**. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved. Summary statistics are provided for institutions grouped by their type and enrollment in order to allow users an opportunity to assess salary conditions in similar institutions.

Policies of higher education institutions concerning faculty salary limits scheduled to be paid in 1986-87 are summarized in this report. The scheduled minimum and maximum salaries for faculty having a given rank or education preparation level are reviewed, and the salary schedule highs, lows, and medians are summarized.

DEFINITIONS

Salary schedule, as defined in the survey questionnaire, is "an officially adopted policy that designates minimum and maximum salaries for each rank, and that may also designate the number and amounts of salary increments for faculty members at each rank."

Minimum scheduled salary - The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation or faculty rank.

Maximum scheduled salary - The salary listed for the final regular increment in a given faculty rank, or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status.

The following are the defined categories of classification provided by the Center of Education Statistics along with the description of the institutions within them:

a. Four-year Institutions:

o Doctorate-Granting Institutions - Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an interdisciplinary program at the doctorate level.

o Comprehensive Institution - Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is fewer than 30, or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalau-

reate degrees either in three or more post-baccalaureate programs, or an interdisciplinary program at the post-baccalaureate level.

o General Baccalaureate Institutions - Institutions that have a primary emphasis upon undergraduate baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccalaureate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

o Professional and Specialized Institutions - These baccalaureate or post-baccalaureate institutions have a programmatic emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassification of this grouping include the following: Divinity, medical, other health, engineering, business and management, art-music design, law, education, U.S. service schools, and other specialized or professional schools.

b. Two-Year Institutions:

o These institutions confer at least 75 percent of their degrees and awards for work below the baccalaureate level.

TABLE 1. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC TWO-YEAR INSTITUTIONS BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1986-87

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	28	19,177	16,655	13,440	29,339
ENROLLMENT 1,000-1,999	68	18,033	17,814	13,000	29,339
ENROLLMENT 2,000 AND OVER .	169	18,885	19,121	12,430	24,324
TOTAL	265	18,697	18,436	12,430	29,339
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	28	21,112	19,524	14,370	30,807
ENROLLMENT 1,000-1,999	71	19,629	19,140	14,000	30,807
ENROLLMENT 2,000 AND OVER .	194	20,745	21,253	13,430	26,446
TOTAL	293	20,510	20,457	13,430	30,807
SIX YEARS					
ENROLLMENT UNDER 1,000	22	21,135	20,535	15,300	28,260
ENROLLMENT 1,000-1,999	50	20,438	20,000	15,768	28,260
ENROLLMENT 2,000 AND OVER .	151	22,410	22,678	14,362	28,260
TOTAL	223	21,842	21,597	14,362	28,260
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	24	25,525	22,220	16,229	35,208
ENROLLMENT 1,000-1,999	55	23,586	22,884	16,695	35,208
ENROLLMENT 2,000 AND OVER .	157	24,857	24,853	15,297	34,170
TOTAL	236	24,628	24,388	15,297	35,208
		MAXIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	28	27,332	26,541	17,920	41,080
ENROLLMENT 1,000-1,999	66	26,212	24,852	17,910	41,080
ENROLLMENT 2,000 AND OVER .	168	29,959	29,640	19,290	39,921
TOTAL	262	28,734	28,217	17,910	41,080
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	28	30,900	30,589	19,160	45,477
ENROLLMENT 1,000-1,999	71	29,376	28,600	20,641	45,477
ENROLLMENT 2,000 AND OVER .	193	32,963	32,570	19,927	45,553
TOTAL	292	31,893	31,090	19,160	45,553
SIX YEARS					
ENROLLMENT UNDER 1,000	22	31,189	32,405	20,400	38,978
ENROLLMENT 1,000-1,999	49	30,879	30,128	22,680	40,633
ENROLLMENT 2,000 AND OVER .	151	35,833	35,800	21,203	48,450
TOTAL	222	34,279	33,300	20,400	48,450
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	24	39,381	35,598	21,639	64,548
ENROLLMENT 1,000-1,999	54	35,351	33,692	22,471	64,548
ENROLLMENT 2,000 AND OVER .	159	39,243	39,864	21,628	50,402
TOTAL	237	38,370	37,686	21,628	64,548

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC TWO-YEAR INSTITUTIONS BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1986-87

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	11	18,526	17,814	15,242	23,916
ENROLLMENT 1,000-1,999	21	19,328	18,858	16,000	22,091
ENROLLMENT 2,000 AND OVER .	75	18,702	18,858	10,660	27,512
TOTAL	107	18,807	18,858	10,660	27,512
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	6	20,103	19,706	18,857	21,687
ENROLLMENT 1,000-1,999	21	21,949	21,687	16,600	25,188
ENROLLMENT 2,000 AND OVER .	67	21,443	21,687	12,730	32,721
TOTAL	94	21,471	21,687	12,730	32,721
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	4	23,221	23,444	20,495	25,500
ENROLLMENT 1,000-1,999	20	25,136	24,517	19,149	29,357
ENROLLMENT 2,000 AND OVER .	67	25,056	24,517	14,910	38,301
TOTAL	91	24,993	24,517	14,910	38,301
PROFESSOR					
ENROLLMENT UNDER 1,000	6	26,544	26,113	23,244	31,000
ENROLLMENT 1,000-1,999	21	27,930	27,345	17,800	33,527
ENROLLMENT 2,000 AND OVER .	66	29,110	27,365	17,770	46,705
TOTAL	93	28,678	27,345	17,770	46,705
		MAXIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	11	28,367	26,402	20,495	44,092
ENROLLMENT 1,000-1,999	21	26,506	26,402	19,100	30,849
ENROLLMENT 2,000 AND OVER .	74	28,271	27,678	18,841	44,057
TOTAL	106	27,932	26,835	18,841	44,092
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	6	27,423	27,298	22,289	30,880
ENROLLMENT 1,000-1,999	21	29,682	30,174	21,000	33,275
ENROLLMENT 2,000 AND OVER .	67	32,840	30,444	25,296	48,067
TOTAL	94	31,788	30,174	21,000	48,067
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	4	31,829	33,973	24,239	35,131
ENROLLMENT 1,000-1,999	20	34,164	33,945	23,205	38,000
ENROLLMENT 2,000 AND OVER .	67	37,922	35,131	30,903	53,810
TOTAL	91	36,828	34,245	23,205	53,810
PROFESSOR					
ENROLLMENT UNDER 1,000	6	35,488	35,705	27,729	41,400
ENROLLMENT 1,000-1,999	21	37,678	37,718	22,500	43,600
ENROLLMENT 2,000 AND OVER .	65	43,408	40,196	34,365	63,366
TOTAL	92	41,583	39,495	22,500	63,366

TABLE 3.--SCHEDULED MINIMUM SALARIES OF FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT AND FACULTY RANK, 1986-87

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	48	36	48	132
SCHEDULED SALARIES				
MEAN	17,769	18,416	20,541	18,953
MEDIAN	17,199	17,199	20,653	17,853
LOW	12,180	14,018	12,960	12,180
HIGH	25,200	25,200	25,200	25,200
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	21,164	21,758	23,913	22,325
MEDIAN	20,880	21,000	24,800	21,641
LOW	13,873	16,688	15,759	13,873
HIGH	29,800	29,800	29,800	29,800
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	25,259	26,509	29,252	27,046
MEDIAN	24,422	25,500	31,738	25,503
LOW	15,683	19,000	19,000	15,683
HIGH	35,200	35,200	35,200	35,200
PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	31,055	32,495	36,289	33,345
MEDIAN	30,021	31,000	36,780	31,965
LOW	23,420	20,699	24,255	20,699
HIGH	42,400	42,400	49,064	49,064

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT AND FACULTY RANK, 1986-87

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	46	34	42	122
SCHEDULED SALARIES				
MEAN	25,582	27,410	28,626	27,139
MEDIAN	25,568	27,615	28,296	28,296
LOW	17,500	18,841	18,841	17,500
HIGH	39,562	35,200	35,000	39,562
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	31,908	34,069	34,740	33,508
MEDIAN	31,842	33,409	33,660	32,945
LOW	23,319	26,130	23,319	23,319
HIGH	46,582	47,000	48,200	48,200
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	50	35	49	134
SCHEDULED SALARIES				
MEAN	38,867	41,472	42,423	40,848
MEDIAN	38,005	39,168	40,812	39,168
LOW	29,520	33,453	29,520	29,520
HIGH	55,099	62,000	62,000	62,000
PROFESSOR				
NUMBER OF INSTITUTIONS	48	35	46	129
SCHEDULED SALARIES				
MEAN	47,702	51,288	53,988	50,916
MEDIAN	44,372	49,548	49,548	49,548
LOW	35,919	35,632	35,919	35,632
HIGH	71,755	75,000	75,000	75,000

TABLE 5.--SCHEDULED MINIMUM SALARIES IN PUBLIC FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION, BY FACULTY RANK AND TYPE OF INSTITUTION, 1986-87

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	16	83	30	3
SCHEDULED SALARIES				
MEAN	21,104	19,158	17,330	18,061
MEDIAN	24,118	17,853	16,091	16,430
LOW	12,960	12,180	12,667	14,719
HIGH	25,200	23,743	23,743	23,035
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	25,142	22,420	20,491	22,814
MEDIAN	27,457	22,641	19,681	21,707
LOW	15,759	14,810	13,873	18,042
HIGH	29,800	28,600	27,955	29,800
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	29,884	27,483	24,251	27,488
MEDIAN	33,963	25,633	22,976	27,168
LOW	19,000	18,650	15,683	20,416
HIGH	35,200	33,072	33,072	35,200
PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	36,952	33,867	29,976	33,228
MEDIAN	41,512	32,236	27,857	33,102
LOW	24,255	20,699	24,255	24,310
HIGH	42,400	49,064	40,966	42,400

TABLE 6.--SCHEDULED MAXIMUM SALARIES IN PUBLIC FOUR-YEAR INSTITUTIONS OF HIGHER EDUCATION, BY FACULTY RANK AND TYPE OF INSTITUTION, 1986-87

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	8	82	29	3
SCHEDULED SALARIES				
MEAN	29,077	27,875	24,895	23,541
MEDIAN	31,458	28,296	25,378	18,841
LOW	18,841	18,841	18,574	17,500
HIGH	35,000	39,561	39,562	34,281
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	37,678	33,648	30,984	32,827
MEDIAN	37,200	32,024	30,574	32,337
LOW	23,319	25,469	23,319	26,130
HIGH	48,200	47,000	46,582	40,505
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	16	84	30	4
SCHEDULED SALARIES				
MEAN	46,374	40,862	37,968	40,035
MEDIAN	46,600	39,168	36,484	40,027
LOW	29,520	30,289	29,520	31,684
HIGH	62,000	62,000	55,099	48,403
PROFESSOR				
NUMBER OF INSTITUTIONS	15	81	29	4
SCHEDULED SALARIES				
MEAN	65,670	50,085	45,548	51,357
MEDIAN	71,200	49,548	42,344	49,002
LOW	35,919	35,632	35,919	36,225
HIGH	75,000	75,000	71,755	71,200

National Education Association
1201 Sixteenth Street, N.W.
Washington, D.C. 20036

A7640-34 8/89

National Education Association

DATABASE/RESEARCH

Salaries Scheduled for Higher Education Faculty 1987-88

NEA 436 SD

Professional and Organizational Development/Research Division

Reproduction: No part of this report may be reproduced in any form without written permission from NEA-affiliated associations. Any reproduction of the report materials must include the usual credit line. Address communications to Editor, NEA Research.

Copyright © 1989 by the
National Education Association
All Rights Reserved

FOREWORD

This report presents results of the annual College and University Faculty Salary Policies Survey which is sent to the 1,519 public institutions of higher education in the 50 states and the District of Columbia. The results of this survey provide information on faculty salaries **scheduled to be paid**; although the scheduled salaries are not an indicator of the average levels of faculty salaries **actually paid**, the statistics do provide a review of the status of institutional salary policies.

Information on minimum and maximum scheduled salaries for each rank and/or preparation level is included in this report. The ability to compare scheduled salaries at one institution with a group of similar institutions may be useful to NEA affiliates in negotiating salary policies, to legislatures as they consider appropriations for institutions of higher education, and to the higher education community in long-range planning.

NEA Research extends appreciation to those institutions who provided the data for this report through their survey responses.

Questions should be directed to Suzanne Edgar of the Research Division of the National Education Association at (202) 822-7436.

January 1989

CONTENTS

Foreword 3

Highlights 5

Technical Notes 6

Definitions 7

Tables

1. Scheduled Minimum and Maximum Salaries for 9- and 10- Month Terms in Public Two-Year Institutions Basing the Salary Schedule on Academic Preparation, by Enrollment and Preparation Level, 1987-88 9

2. Scheduled Minimum and Maximum Salaries for 12-month Terms in Public Two-Year Institutions Basing the Salary Schedule on Academic Preparation, by Enrollment and Preparation Level, 1987-88 10

3. Scheduled Minimum and Maximum Salaries for 9- and 10- Month Terms in Public Two-Year Institutions Basing the Salary Schedule on Faculty Rank, by Enrollment and Preparation Level, 1987-88 11

4. Scheduled Minimum and Maximum Salaries for 12-month Terms in Public Two-Year Institutions Basing the Salary Schedule on Faculty Rank, by Enrollment and Preparation Level, 1987-88 12

5. Schedule Minimum Salaries for 9- and 10-Month Terms of Four-Year and Higher Degree-Granting Institutions, by Enrollment and Faculty Rank, 1987-88 13

6. Scheduled Maximum Salaries for 9- and 10-Month Terms in Public Four-Year Institutions of Higher Education, by Faculty Rank and Type of Institution, 1987-88 14

7. Scheduled Minimum Salaries for 9- and 10-Month Terms in Public Four-Year Institutions of Higher Education, by Faculty Rank and Type of Institution, 1987-88 15

8. Scheduled Maximum Salaries for 9- and 10-Month Terms in Public Four-Year Institutions of Higher Education, by Faculty Rank and Type of Institution, 1987-88 16

HIGHLIGHTS

The highlights below and the tables that follow are based on salary schedules from 821 public institutions of higher education; 616 of these are two-year institutions, and 205 are four-year institutions.

For two-year public institutions:

- o Slightly more than two-thirds (68 percent) base their salary schedules on academic preparation.
- o Nearly one-third (32 percent) base their salary schedules on faculty rank.
- o Mean minimum salaries range from $18,981 for a bachelor's degree and $18,918 for an instructor to $24,795 for a doctor's degree and $29,889 for a professor.
- o Mean maximum salaries range from $28,597 for a bachelor's degree and $29,889 for an instructor to $38,595 for a doctor's degree and $44,976 for a professor.

For four-year public institutions:

- o More than 99 percent base their salary schedules on faculty rank. (The one four-year institution reporting a salary schedule based on academic preparation is omitted from the tables.)
- o Mean minimum salaries range from $19,411 for instructors to $33,583 for professors.
- o Mean maximum salaries range from $28,734 for instructors to $53,890 for professors.

TECHNICAL NOTES

This survey was sent to the 1,519 public institutions of higher education in the 50 states and the District of Columbia which are listed in the Education Directory, Colleges and Universities. Exactly 1,213 institutions responded to the survey, for a 79.9 percent response rate. More detailed information about the response rate is shown in Table A.

TABLE A.
POPULATION SIZE AND RESPONSE RATE

Population size	
Two-year institutions in population	962
Four-year institutions in population	557
Total number of questionnaires mailed	1,519
Returned questionnaires	
Returns from two-year institutions	752
Returns from four-year institutions	461
Total number of questionaires returned	1,213
Response rate	
Response rate from two-year institutions	78.2%
Response rate from four-year institutions	82.8%
Total response rate	79.9%

As noted in Table A above, 1,213 institutions returned questionnaires. Data for 821 institutions are included in this report. These 821 institutions include:

- o Data for 728 institutions which reported either complete salary schedules or minimum and maximum scheduled salaries.

- o Data for 93 institutions which reported either minimum or maximum scheduled salaries.

Of the 1,213 questionnaires returned, data for 392 institutions are excluded from this report for the following reasons:

- o Data from 17 institutions which base salary schedules on criteria other than rank or preparation have been excluded.

- o Data from 5 institutions classified as U.S. service academies or medical schools are eliminated since their salary schedules are not comparable to those of other public higher education institutions.

- o Only 1 four-year institution reported a salary schedule based on academic preparation; data from this institution are not included.

- o Data are not included from 369 institutions which reported neither a salary schedule nor minimum/maximum scheduled salary ranges.

The unit of analysis is the institution or each campus of institutions having more than one campus listed in the **Education Directory**. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved. Summary statistics are provided for institutions grouped by their type and enrollment in order to allow users an opportunity to assess salary conditions in similar institutions.

Policies of higher education institutions concerning full-time faculty salary limits scheduled to be paid in 1987-88 are summarized in this report. The scheduled minimum and maximum salaries for full-time faculty having a given rank or academic preparation level are reviewed, and the salary schedule highs, lows, and medians are summarized.

DEFINITIONS

Salary schedule, as defined in the survey questionnaire, is "an officially adopted policy that designates minimum and maximum salaries for each rank, and that may also designate the number and amounts of salary increments for faculty members at each rank."

Minimum scheduled salary - The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation or faculty rank.

Maximum scheduled salary - The salary listed for the final regular increment in a given faculty rank, or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status.

The following are the defined categories of classification provided by the Center of Education Statistics along with the description of the institutons within them:

a. Four-year Institutions:

o Doctorate-Granting Institutions - Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an interdisciplinary program at the doctorate level.

o Comprehensive Institution - Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is fewer than 30, or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalaureate degrees either in three or more post-baccalaureate programs, or an interdisciplinary program at the post-baccalaureate level.

o General Baccalaureate Institutions - Institutions that have a primary emphasis upon undergraduate baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccalaureate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

o Professional and Specialized Institutions - These baccalaureate or post-baccalaureate institutions have a programmatic emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassification of their grouping include the following: Divinity, medical, other health, engineering, business and management, art-music design, law, education, U.S. service schools, and other specialized or professional schools.

b. Two-Year Institutions:

o These institutions confer at least 75 percent of their degrees and awards for work below the baccalaureate level.

TABLE 1.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND PREPARATION LEVEL
1987-88

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	31	17,451	17,814	14,112	22,809
ENROLLMENT 1,000-1,999	62	17,654	17,814	13,613	24,397
ENROLLMENT 2,000 AND OVER .	188	19,671	19,863	13,000	25,470
TOTAL	281	18,981	18,500	13,000	25,470
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	32	19,168	19,706	14,725	24,579
ENROLLMENT 1,000-1,999	64	19,317	19,665	15,096	26,598
ENROLLMENT 2,000 AND OVER .	221	21,367	21,322	14,000	28,015
TOTAL	317	20,731	20,944	14,000	28,015
SIX YEARS					
ENROLLMENT UNDER 1,000	28	20,905	21,597	15,500	29,407
ENROLLMENT 1,000-1,999	51	20,830	20,361	16,638	28,788
ENROLLMENT 2,000 AND OVER .	182	22,876	23,305	15,555	29,740
TOTAL	261	22,265	22,190	15,500	29,740
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	28	23,086	23,960	17,040	31,822
ENROLLMENT 1,000-1,999	55	22,752	21,587	16,695	28,850
ENROLLMENT 2,000 AND OVER .	199	25,600	25,800	17,000	33,769
TOTAL	282	24,795	25,110	16,695	33,769
MAXIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	29	24,825	24,704	18,328	36,765
ENROLLMENT 1,000-1,999	55	25,789	24,978	15,881	36,342
ENROLLMENT 2,000 AND OVER .	178	30,122	30,373	19,720	43,536
TOTAL	257	28,597	28,500	15,881	43,536
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	30	27,990	26,596	17,825	40,850
ENROLLMENT 1,000-1,999	60	29,234	28,838	17,394	39,683
ENROLLMENT 2,000 AND OVER .	207	33,795	33,944	21,634	43,437
TOTAL	297	32,287	33,150	17,394	43,437
SIX YEARS					
ENROLLMENT UNDER 1,000	27	30,405	29,278	21,700	45,709
ENROLLMENT 1,000-1,999	49	31,029	29,879	18,906	46,418
ENROLLMENT 2,000 AND OVER .	178	36,451	36,550	25,712	46,421
TOTAL	249	34,728	34,920	18,906	46,421
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	27	34,102	33,692	28,453	47,845
ENROLLMENT 1,000-1,999	51	33,626	33,692	19,965	51,460
ENROLLMENT 2,000 AND OVER .	192	40,546	40,887	27,778	52,413
TOTAL	270	38,595	38,010	19,965	52,413

TABLE 2.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND PREPARATION LEVEL
1987-88

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	15	20,824	23,310	18,976	28,310
ENROLLMENT 1,000-1,999	13	18,087	16,320	16,320	28,310
ENROLLMENT 2,000 AND OVER .	36	20,661	21,428	12,492	27,564
TOTAL	64	20,166	20,821	12,492	27,564
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	11	24,770	25,785	14,619	25,785
ENROLLMENT 1,000-1,999	6	21,886	21,096	18,425	25,785
ENROLLMENT 2,000 AND OVER .	31	28,204	28,075	18,644	30,144
TOTAL	48	28,398	24,576	18,644	30,144
SIX YEARS					
ENROLLMENT UNDER 1,000	11	27,138	28,260	15,928	28,260
ENROLLMENT 1,000-1,999	4	24,811	25,569	19,845	28,260
ENROLLMENT 2,000 AND OVER .	24	25,053	25,165	14,940	32,964
TOTAL	39	25,617	27,086	14,940	32,964
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	10	34,170	34,170	34,170	34,170
ENROLLMENT 1,000-1,999	6	26,628	24,569	20,554	34,170
ENROLLMENT 2,000 AND OVER .	28	26,799	27,081	16,299	36,060
TOTAL	44	28,451	29,520	16,299	36,060
MAXIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	11	31,440	32,330	22,539	32,330
ENROLLMENT 1,000-1,999	6	30,084	30,475	23,263	35,438
ENROLLMENT 2,000 AND OVER .	29	33,260	31,992	24,084	47,250
TOTAL	46	32,410	32,330	22,539	47,250
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	11	33,784	34,805	23,579	34,805
ENROLLMENT 1,000-1,999	6	32,134	33,142	24,751	36,855
ENROLLMENT 2,000 AND OVER .	29	36,541	36,972	24,678	53,625
TOTAL	46	35,307	34,805	23,579	53,625
SIX YEARS					
ENROLLMENT UNDER 1,000	11	36,232	37,280	25,757	37,280
ENROLLMENT 1,000-1,999	4	35,085	37,280	27,507	38,278
ENROLLMENT 2,000 AND OVER .	23	40,366	40,100	27,360	49,116
TOTAL	38	38,614	37,280	25,757	49,116
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	14	44,428	44,092	44,092	45,251
ENROLLMENT 1,000-1,999	13	41,974	45,251	38,084	45,251
ENROLLMENT 2,000 AND OVER .	33	43,339	45,251	25,232	56,850
TOTAL	60	43,296	44,092	25,232	56,850

TABLE 3.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1987-88

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	17	17,029	16,765	15,450	20,278
ENROLLMENT 1,000-1,999	43	18,881	17,881	12,000	25,520
ENROLLMENT 2,000 AND OVER .	112	19,219	19,809	10,600	28,887
TOTAL	172	18,918	19,000	10,600	28,887
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	15	19,904	19,422	18,540	23,814
ENROLLMENT 1,000-1,999	36	21,786	20,250	17,250	29,906
ENROLLMENT 2,000 AND OVER .	90	21,762	21,961	18,144	32,385
TOTAL	141	21,571	21,048	18,144	32,385
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	15	23,118	21,630	20,600	26,355
ENROLLMENT 1,000-1,999	35	25,029	25,000	18,270	34,872
ENROLLMENT 2,000 AND OVER .	90	25,402	26,008	15,688	37,310
TOTAL	140	25,062	25,000	15,688	37,310
PROFESSOR					
ENROLLMENT UNDER 1,000	13	27,827	26,342	22,507	38,000
ENROLLMENT 1,000-1,999	26	30,681	29,896	18,720	39,833
ENROLLMENT 2,000 AND OVER .	87	29,975	29,896	17,880	44,976
TOTAL	126	29,889	29,896	17,880	44,976
MAXIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	12	25,341	27,465	19,570	30,000
ENROLLMENT 1,000-1,999	35	29,769	30,000	20,750	35,692
ENROLLMENT 2,000 AND OVER .	88	29,689	29,661	18,120	46,810
TOTAL	135	29,328	28,882	18,120	46,810
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	10	27,441	27,285	22,660	32,437
ENROLLMENT 1,000-1,999	28	32,986	32,437	22,951	39,995
ENROLLMENT 2,000 AND OVER .	81	34,531	32,537	20,640	51,071
TOTAL	119	33,572	32,487	20,640	51,071
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	10	30,212	29,875	24,960	36,492
ENROLLMENT 1,000-1,999	27	36,777	35,666	24,960	47,214
ENROLLMENT 2,000 AND OVER .	81	39,772	37,476	28,760	56,046
TOTAL	118	38,276	36,492	28,760	56,046
PROFESSOR					
ENROLLMENT UNDER 1,000	8	32,981	28,704	28,567	40,546
ENROLLMENT 1,000-1,999	20	42,541	40,546	28,567	52,397
ENROLLMENT 2,000 AND OVER .	91	46,566	44,419	25,080	74,025
TOTAL	119	44,976	43,080	25,080	74,025

TABLE 4.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND FACULTY RANK
1987-88

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	2	19,596	19,596	19,596	19,596
ENROLLMENT 1,000-1,999	2	21,000	21,000	17,000	25,000
ENROLLMENT 2,000 AND OVER .	23	22,253	24,370	14,714	29,511
TOTAL	27	21,963	22,165	14,714	29,511
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	2	22,236	22,236	22,236	22,236
ENROLLMENT 1,000-1,999	1	27,000	27,000	27,000	27,000
ENROLLMENT 2,000 AND OVER .	21	25,070	27,000	16,342	34,357
TOTAL	24	24,914	27,000	16,342	34,357
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	2	24,444	24,444	24,444	24,444
ENROLLMENT 1,000-1,999	1	30,500	30,500	30,500	30,500
ENROLLMENT 2,000 AND OVER .	21	28,531	30,500	19,616	40,216
TOTAL	24	28,272	30,500	19,616	40,216
PROFESSOR					
ENROLLMENT UNDER 1,000	...	...	...	...	...
ENROLLMENT 1,000-1,999	1	35,000	35,000	35,000	35,000
ENROLLMENT 2,000 AND OVER .	20	33,286	35,000	28,925	49,040
TOTAL	21	33,368	35,000	28,925	49,040
MAXIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	2	40,080	40,080	40,080	40,080
ENROLLMENT 1,000-1,999	2	31,589	31,589	30,177	33,000
ENROLLMENT 2,000 AND OVER .	20	31,486	30,177	25,653	53,592
TOTAL	24	32,211	30,177	25,653	53,592
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	2	41,412	41,412	41,412	41,412
ENROLLMENT 1,000-1,999	1	33,332	33,332	33,332	33,332
ENROLLMENT 2,000 AND OVER .	19	35,432	33,332	30,353	47,252
TOTAL	22	35,881	33,332	30,353	47,252
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	2	43,452	43,452	43,452	43,452
ENROLLMENT 1,000-1,999	1	38,409	38,409	38,409	38,409
ENROLLMENT 2,000 AND OVER .	19	40,307	38,409	34,334	56,501
TOTAL	22	40,507	38,409	34,334	56,501
PROFESSOR					
ENROLLMENT UNDER 1,000	...	...	...	...	...
ENROLLMENT 1,000-1,999	1	44,419	44,419	44,419	44,419
ENROLLMENT 2,000 AND OVER .	19	46,228	44,419	36,845	66,534
TOTAL	20	46,133	44,419	36,845	66,534

TABLE 5.
PUBLIC FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1987-88

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	55	49	54	158
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	18,278	19,050	21,571	19,648
MEDIAN	18,192	18,961	21,585	18,961
LOW	12,000	11,000	15,000	11,000
HIGH	25,248	26,600	26,600	26,600
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	57	49	54	160
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	21,970	22,678	25,108	23,244
MEDIAN	22,000	23,048	26,185	23,048
LOW	16,461	12,100	17,856	12,100
HIGH	27,955	31,500	31,500	31,500
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	56	49	53	158
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	26,040	27,544	30,994	28,168
MEDIAN	25,509	28,015	32,000	28,015
LOW	19,038	13,200	19,000	13,200
HIGH	34,740	37,200	37,200	37,200
PROFESSOR				
NUMBER OF INSTITUTIONS	57	49	54	160
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	31,294	34,009	37,835	34,338
MEDIAN	29,285	34,052	39,000	34,052
LOW	22,464	16,800	21,316	16,800
HIGH	43,896	44,800	44,800	44,800

TABLE 6.
PUBLIC FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1987-88

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	54	46	48	148
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	27,067	28,422	30,856	28,717
MEDIAN	26,910	28,995	30,252	29,580
LOW	18,841	17,975	21,880	17,975
HIGH	39,562	39,096	37,500	39,562
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	56	49	54	159
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	33,920	36,412	39,119	36,453
MEDIAN	33,137	35,251	38,718	35,500
LOW	24,581	23,500	26,806	23,500
HIGH	46,582	49,300	52,837	52,837
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	55	49	53	157
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	40,854	43,962	47,746	44,151
MEDIAN	39,846	42,852	48,204	43,174
LOW	28,170	27,200	31,447	27,200
HIGH	55,650	65,100	65,100	65,100
PROFESSOR				
NUMBER OF INSTITUTIONS	56	47	51	154
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	48,942	54,549	58,815	53,923
MEDIAN	45,713	52,084	52,968	52,084
LOW	31,930	33,000	41,100	31,930
HIGH	74,025	78,700	89,200	89,200

TABLE 7.
PUBLIC FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1987-88

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	21	100	82	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	21,154	19,880	18,279	17,288
MEDIAN	20,800	18,961	18,192	15,008
LOW	15,000	11,000	12,000	14,719
HIGH	26,600	25,248	25,248	24,187
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	21	101	82	6
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	25,169	23,385	22,016	20,687
MEDIAN	23,928	23,048	22,000	19,656
LOW	17,856	12,100	17,188	17,748
HIGH	31,500	28,600	27,955	26,370
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	21	99	82	6
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	30,207	28,589	26,018	25,594
MEDIAN	30,264	28,015	25,887	24,442
LOW	19,000	18,200	19,038	20,416
HIGH	37,200	35,168	34,740	34,362
PROFESSOR				
NUMBER OF INSTITUTIONS	21	101	82	6
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	37,024	34,911	31,348	31,188
MEDIAN	37,258	34,052	30,124	28,338
LOW	27,608	16,800	28,152	24,810
HIGH	44,800	43,954	43,896	42,654

TABLE 8.
PUBLIC FOUR-YEAR AND HIGHER DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1987-88

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	18	98	32	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	31,344	29,852	26,070	26,892
MEDIAN	32,025	30,252	26,910	22,601
LOW	21,880	17,975	18,841	18,841
HIGH	37,500	39,562	39,562	35,995
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	21	100	32	6
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	41,175	36,781	32,519	35,450
MEDIAN	39,494	38,186	32,736	35,390
LOW	28,194	23,500	24,581	26,130
HIGH	49,300	52,837	46,582	46,200
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	21	98	32	6
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	50,437	44,390	39,606	42,480
MEDIAN	49,300	43,174	39,846	42,001
LOW	41,715	27,200	28,170	30,950
HIGH	65,100	65,100	55,099	55,650
PROFESSOR				
NUMBER OF INSTITUTIONS	19	97	32	6
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	69,554	53,185	47,088	52,815
MEDIAN	74,025	52,084	45,718	52,026
LOW	46,351	31,930	33,541	37,900
HIGH	89,200	78,700	68,266	74,025

National Education Association
1201 Sixteenth Street, N.W.
Washington, D.C. 20036